



WOLLONGONG COAL LIMITED
ACN 111 244 896
(Company)

DIVERSITY POLICY

1 Introduction

The Company is committed to compliance with the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations on diversity.

This document reflects the commitment of the Company and its subsidiaries (together, **Group**) to workplace diversity at all levels of its business.

2 The benefits of diversity

A diverse workforce is one that recognises and embraces the value that different people can bring to a company through their gender identity, age, abilities, ethnicity, cultural background, marital/family status, sexual orientation and/or religious beliefs.

The Company believes that promoting a diverse workforce:

- (a) enables the Group to achieve improved outcomes by benefiting from the differing perspectives and expertise that people from diverse backgrounds bring to their roles;
- (b) better represents the diversity of the Group's stakeholders; and
- (c) is consistent with the Company's broader corporate governance framework, including the Company's Ethics and Responsible Business Conduct Policy.

3 Promoting diversity

The Company promotes a diverse workforce by aiming to:

- (a) ensure that all employees and applicants for employment are fairly considered according to their skills, qualifications, abilities and aptitudes without regard to factors that are irrelevant to the person's skill or ability to fulfil the inherent job requirements;
- (b) create an inclusive and flexible workplace culture, which recognises the domestic responsibilities of its workforce;
- (c) maintain a safe work environment by taking action against inappropriate workplace and business behaviour – discrimination, harassment, bullying, victimisation and vilification will not be tolerated; and
- (d) identify and implement appropriate programs to assist with the development and advancement of a broader and more diverse pool of skilled and experienced employees.

4 Roles and responsibilities

Every employee of the Group is responsible for supporting the Group's commitment to workplace diversity.

The Company's Remuneration Committee has an overarching role to:

- (a) monitor the effectiveness of this policy from time to time;
- (b) adopt, assess and review the measurable objectives for achieving diversity from time to time; and

- (c) review and report to the Company's board of directors (**Board**) annually on those objectives and on the Group's progress in achieving them.

5 Review of this document

The Nomination and Remuneration Committee is responsible for reviewing this document from time to time. This document may be amended by resolution of the Board.